

# Values structures in CEE

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Esperanto and Free Knowledge

Wikimedia CEE Meeting 2017

# Human development

- Development stages: newborn / toddler / child / adolescent / young adult / middle age adult / old adult
- Psychological development: continuous / discontinuous?

# Multiple development lines

- Development line / intelligence / module
- Cognitive (Piaget), emotional, moral (KohlbergGilligan), needs (Maslow), interpersonal, intrapersonal, spiritual, aesthetic, ...

# Value line

- Clare W. Graves („The Emergent, Cyclical, Double-Helix Model of Adult Biopsychosocial Systems Development“)
- Don Beck, Chris Cowan („Spiral Dynamics“)
- Ken Wilber (part of „Integral Theory“)

# Beige

- Archaic
- I-oriented
- Physiological survival
- 150 000 years ago; 0-18 months

# Purple

- Magic
- We-oriented
- Safety, security
- 40 000 years ago; 1-3 years



## Wikipedia - Emmanuella goes to school

30 zhliadnutí



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ZDIEĽAŤ



<https://www.youtube.com/watch?v=2qDH4bPvfMw>



**Wikimedia Foundation**

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# Red

- Powerride
- I-centered
- Power & Glory
- 10 000 years ago; 3-6 years



# Blue

- Mythical
- We-oriented
- Order and purpose; Sacrifice now to obtain later
- 5000 years ago; 7-8 years
- Black-n-white world, absolute truth, good-evil, tradition
- Absolutists, fundamentalists, conservatives
- Learning from authority
- Motivation from duty

# Orange

- Racional
- I-oriented
- Success; Manifest myself now
- Results-oriented
- 2500 years ago; 9-14 years
- Wall Street, capitalism, science
- Learning by experiments and mentors
- Motivation by prize and added value

# Green

- Pluralism
- We-oriented
- Human bonds; We feel
- Proces-oriented
- 200 years ago; 15-21 years
- Sharing-n-caring, Greenpeace, New Age, Hippie
- Learning by sharing feelings in groups
- Motivation by group acceptance

# Yellow

- Integral
- I-oriented
- Express myself without harming others
- Both process and results oriented
- 50 years ago
- Systems thinking, chaos theory, quantum mechanics
- Learning by observation, integrating perspectives
- Motivation by purpose for whole life

# Turquoise

- Holistic
- We-oriented
- We are now to preserve Life
- 30 years ago
- Holistic thinking, chaos theory, quantum mechanics

## **Knowledge equity: Knowledge and communities that have been left out by structures of power and privilege** [\[ edit \]](#)

We will strive to counteract structural inequalities to ensure a just representation of knowledge and people in the Wikimedia movement. We will notably aim to reduce eliminate the gender gap in our movement. Our decisions about products and programs will be based on a fair distribution of resources. Our structures and governance will rely on the equitable participation of people across our movement. We will extend the Wikimedia presence globally, with a special focus on underserved communities, like indigenous peoples of industrialized nations, and regions of the world, such as Asia, Africa, the Middle East, and Latin America.

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# Applications

- Leadership
- Motivation
- Organisation development
  
- Side note: personal development, spirituality



# More resources

- Beck, Cowan: Spiral Dynamics: Mastering Values, Leadership, and Change
- <http://spiraldynamicsintegral.nl>
- <https://www.actualized.org/articles/the-grand-model-of-psychological-evolution>
- Ken Wilber: Kosmic Consciousness

It's your turn!

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